

From the Guidelines:

1. Specific strategies from the Recruitment and Retention Guidelines to reach out to all parts of the community;
2. Diverse methods of disseminating both general information about being a foster/adoptive parent and child specific information;
3. Strategies for assuring that all prospective foster/ adoptive parents have access to agencies that license/approve foster/adoptive parents, including location and hours of services so that the agencies can be accessed by all members of the community;
4. Strategies for training staff to work with diverse communities including cultural, racial, and socio-economic variations;
5. Strategies for dealing with linguistic barriers; and
6. Procedures for a timely search for prospective parents for a child needing an adoptive placement, including the use of exchanges and other interagency efforts, provided that such procedures ensure that placement of a child in an appropriate household is not delayed by the search for a same race or ethnic placement.

Maryland’s Statewide Recruitment and Retention Goals

<p>Goal 1: Increase the number of resource parents in Maryland to meet the needs of the state. Target by 2024: 85% of Maryland’s resource parents will be identified by their racial composition. Target by 2024: Ensure the percentage of racial composition of resource parents to foster care youth will be 85%.</p>		<p>Objective 1: Recruit and retain resource families appropriate for local department children in care.</p>		
<p>Strategy 1: DHS will provide technical assistance to local departments to assist with recruitment and retention efforts. <i>(Strategy 1,4)</i></p>				
#	Action step	Person or people responsible	Start date	Complete date
1	Reach out to Prince George’s County, Montgomery County and Baltimore City who has the highest number of children in care and highest number of African American children to provide technical assistance as needed around the recruitment/retention of resource parents.	SSA Resource Home Team, LDSS Resource Home Recruiters	August 2019	June 2024

2	Reach out to all local departments to ensure their racial demographic data is correct and their recruitment efforts for their population are appropriate. Specifically looking at those jurisdictions that have Hispanic and Native American youth.	LDSS Resource Home Recruiters, SSA Resource Home Supervisor, National Center for Indian Affairs,	August 2019	Continuous
<p>Goal 2: Increase certification pre-service rate of eligible applicants to 95% statewide.</p> <p>Target by 2024: Maryland will increase the percentage of resource home pre-service training to 95% (Current rate CY2018, 90%, data source: MDCHESSIE).</p>		Objective 1: Promote timely and diligent recruitment efforts in order to meet the needs of youth in Maryland’s foster care system.		
#	Action step	Person or people responsible	Start date	Complete date
1	Revise the annual statewide recruitment and retention plan reporting form and quarterly analysis tool in order to trend data and give appropriate feedback to LDSS regarding recruitment and retention efforts.	SSA Resource Home Supervisor/Analyst, Chapin Hall Technical Assistance Partner	May 2019	June 2019
2	Utilizing the statewide recruitment and retention data, track the LDSS home study rate and provide technical assistance to eliminate barriers to home study approval.	LDSS Resource Home Caseworker, SSA Resource Home Supervisor/Analyst,	July 2019	June 2024
Strategy 2: Engage current/experienced Resource Parents and previous foster care youth in assisting with LDSS recruitment and retention efforts. (Strategy 1, 4)				

#	Action step	Person or people responsible	Start date	Complete date
1	Invite LDSS resource parents, previous foster youth to statewide resource parent engagement workgroups.	LDSS Resource Home Caseworkers, SSA Resource Home Supervisor/Analyst, Maryland Resource Parent Association, Capacity Center for States, State Youth Advisory Board		
2	Identify experienced resource parents and connect them to prospective parents for support groups and peer to peer support options.	LDSS Resource Home Caseworker SSA Resource Home Supervisor/Analyst, Maryland Resource Parent Association	July 2019	June 2024
2	Identify previous foster youth to assist LDSS with recruitment and retention efforts.	LDSS Resource Home Caseworkers, SSA Resource Home Supervisor/Analyst, Maryland Resource Parent Association, Capacity Center for States, State Youth Advisory Board	July 2019	June 2024
Strategy 3: Facilitate focus groups with prospective parents to discuss barriers to completing certification. (<i>Strategy 1, 2, 3</i>)				
#	Action step	Person or people responsible	Start date	Complete date
1	Survey LDSS applicants who have not completed the home study process to determine barriers to completion.	LDSS Resource Home Caseworker, SSA Resource Home Analyst, MRPA, State foster parent ombudsmen	July 2019	June 2024
Strategy 4: Increase the pre-service trainings at times and locations that are convenient to prospective families. (<i>Strategy 3</i>)				
#	Action step	Person or people responsible	Start date	Complete date

1	Ensure LDSS compliance with on-line foster parent training and the offering of in-person training if applicable for the pre-service training modules.	LDSS Resource Home Caseworker SSA Resource Home Supervisor/Analyst	July 2019	December 2019
2	Assess the current on-line hybrid foster parent training and evaluate its effectiveness since statewide implementation.	LDSS Resource Home Caseworker SSA Resource Home Supervisor/Analyst	July 2019	December 2019
Strategy 5: Provide timely responses to resource home inquiries with in the LDSS. (<i>Strategy 2, 3</i>)				
#	Action step	Person or people responsible	Start date	Complete date
1	Cross train foster and adoption staff with talking points on how to respond to inquiries.	LDSS Resource Home/Permanency Caseworker, SSA Resource Home Supervisor/Analyst, Maryland Resource Parent Association, State Foster Parent Ombudsmen, Capacity Center for States, Current Resource Parents	July 2019	June 2024
2	Establish procedures for immediate response to inquiries. This will include providing information to work with diverse communities including cultural, racial, and socio-economic variations. This will also address linguistic barriers in those jurisdictions in which this is identified as a need.	LDSS Resource Home/Permanency Caseworker SSA Resource Home Supervisor/Analyst, Maryland Resource Parent Association, State Foster Parent Ombudsmen, Capacity Center for States, Current Resource Parents	July 2019	June 2024

Goal # 3: Public resource home placement stability will improve to 4.2 or less. Placement Stability - current CY2018 rate is 4.38, data source: MD CHESSIE)		Objective: Preserve willingness and strengthen the abilities of current foster parents.		
Strategy 1: Enhance visibility of resources and accessibility of training and support services to foster parents. (<i>Strategy 1, 3</i>)				
#	Action step	Person or people responsible	Start date	Complete date
1	Provide resource parents with ongoing access to on-site and on-line training calendars. This will allow for information to be disseminated in regards to both general and child-specific information.	LDSS Resource Home Caseworker, SSA Resource Home Supervisor/Analyst, Maryland Resource Parent Association, State Foster Parent Ombudsmen, University of Maryland Child Welfare Academy	July 2019	June 2024
2	Provide Maryland Resource Parent Association with access to all current resource parents across the state.	LDSS Resource Home Caseworker, SSA Resource Home Supervisor/Analyst, Maryland Resource Parent Association.	June 2019	June 2024
3	Arrange for panel presentations by the State Youth Advisory Board of trainings and events	LDSS Resource Home Caseworker, State Independent Living Coordinator, SSA Resource Home and Older Youth Supervisor/Analyst	June 2019	June 2024
Strategy 2: Ensure resource parents are present at Family Involvement meetings whenever possible to discuss placement options of youth and be included in the conversation. (<i>Strategy 6</i>)				
#	Action step	Person or people responsible	Start date	Complete date

1	Upon revision of the FIM policy, SSA will monitor resource parent presence at FIM meetings by looking at the statewide CFSR, FIM data and LDSS resource parent surveys to assess whether they are at the table during the FIM meeting.	SSA Resource Home Supervisor/Analyst, SSA CQI Analyst, LDSS FIM facilitators and staff.	July 2019	June 2020
2	Ensure resource parent, LDSS casework staff, and biological parents are knowledgeable about FIM meetings and have access to participate.	SSA Resource Home, Outcomes Improvement Supervisor/Analyst, LDSS FIM casework staff, State Court Improvement Project	July 2019	June 2024
Strategy 4: Increase the availability of resource homes that are able to provide care for sibling groups. (Strategy5)				
#	Action step	Person or people responsible	Start date	Complete date
1	Assess the current resource parent pool for potential kinship providers and/or prospective adoptive homes to potential homes.	LDSS Resource Home Caseworker SSA Resource Home Supervisor/Analyst	July 2019	June 2024
2	Track/Trend state level sibling visitation data and monitor placement stability and provide technical assistance to the LDSS casework staff.	LDSS Resource Home/Permanency Worker, SSA Resource Home Supervisor/Analysts	July 2019	June 2024

<p>Goal # 4: Increase the number of youth placed in a pre-adoptive home.</p> <p>Target: Maryland will increase the number of children placed by 20% by 2024. CY2018 data, monthly average: 26 children are in pre-adoptive homes.</p>	<p>Objective: Increase the number of homes for legally free children.</p>
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Strategy 1: Public Awareness Campaign (*Strategy 1,6*)

#	Action step	Person or people responsible	Start date	Complete date
1	Assess LDSS adoption data and contact the LDSs to inquire about barriers to placement.	LDSS Resource Home Caseworker/Permanency Worker SSA Resource Home Supervisor/Analyst	July 2019	June 2024
2	Increase the profiling of youth on Adopt-us-Kids website.	LDSS Resource Home Caseworker/Permanency Worker, SSA Resource Home Supervisor/Analyst, AUK SSA Resource Home Supervisor/Analyst	July 2019	June 2024
3	Increase the practice of inter-jurisdictional adoptive placement.	LDSS Resource Home Caseworker/Permanency Worker, SSA Resource Home Supervisor/Analyst	October 2019	September 2020
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Strategy 2: Develop public-private partnerships with adoption agencies and other partners in order to increase adoption/guardianship placements within the state. (*Strategy 6*)

#	Action step	Person or people responsible	Start date	Complete date
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1	Partner with state adoption agencies such as the Center for Adoption Support and Education, Adoptions Together, Contracted CPA providers around adoption education and recruitment.	LDSS Resource Home/Adoption Caseworkers, SSA Resource Home Supervisor/Analyst, CASE, Adoptions Together	September 2019	July 2020
2	Increase LDSS caseworker adoption competency.	LDSS Resource Home/Permanency worker, SSA Resource Home Supervisor/Analyst	January 2020	December 2020
5	Utilize Adoptions Together and AUK technical assistance for locating placements through inter-jurisdictional matching	LDSS Resource Home/Adoption Staff, SSA Resource Home Analyst/Supervisor, Adoptions Together and AUK liaison.	September 2019	Annual Reviews